

CENTER SCENE



The Bureau of Land Management Service Center Newsletter

February 1990

Cy-Man Sez



Service Center employees were invited to hear BLM Director Cy Jamison speak during his visit to the Service Center on January 23. Those that attended were surprised by the relaxed atmosphere of the session and the outgoing personality of the Director. Many were impressed by his frankness and his sense of humor as he made announcements, shared his philosophies about the business of the Bureau, and answered questions from the audience.

The Director made several announcements that directly affected the Service Center. First, Kemp Conn from the Utah State Office will be the interim SC Director until the position is filled permanently. Second, OMB has challenged the way we put together our request for proposal for LIS. After careful study, the Director and Deputy Director Dean Stepanek agreed. Brian Bernard will be going to Washington as a special assistant to Stepanek to help with the situation. Third, Ron Hofman is heading up a committee to study roles and functions and to look at the organization of the SC with regards to modernization.

The fast-paced and energetic delivery of the Director underscored his game plan for us to be more proactive and positive in the way we conduct Bureau business. He believes that BLMers will

have to work hard to change our image through positive actions. We need to show that we are a multiple-use agency, and that we are able to react to public demands and change with time. We should continue to support BLM's traditional users, including oil and gas, minerals, and livestock interests. However, we need more emphasis in the fish and wildlife, riparian, and recreation areas. BLM will get additional money, and eventually additional people, to do more in these areas.



Kemp Conn on being interim SCD:
"I'm here to help and be helped. I respect what the people in the Service Center do. The Service Center is an integral part of BLM."

One of the Director's personal priorities is to increase the opportunities for employee exchanges between Washington and the field. He wants to give good key staff people experience through short-term assignments that don't require a move to Washington. He also wants to give the Washington Office staff the same kind of opportunity so they can get experience in the field. If this is successful, there may also be an increase in short-term assignments between the SC and the field.

The Director stressed that he is fully committed to EEO. The Secretary told him we don't have enough women and minorities in leadership positions, and he intends to act on this. He also stressed that BLM employees have to work together on the drug issue. Drug use and drug trafficking will not be tolerated,

Ron Hofman on his team's task:
"The team will look at the way we need to organize to handle automation and modernization. We will redefine what the project is really going to be, what the Service Center will do, and what the Washington Office will do. We will look at traditional roles in BLM and see how they fit in with automation plans. Presently, there are no plans to reorganize the Service Center."

especially when it involves BLM lands and endangers land users.

Positive changes for employees will be coming up in the future, according to the Director. BLM demographics will change - the SD and AD vacancies will be filled, which will be followed by a host of moves. In addition, there are many people who will be eligible for retirement, which means opportunities for others. The Director also expressed interest in the idea that we need to enhance career ladders within a profession, so that we don't lose valuable people who have to move into management to get ahead. He also feels we need to get our grades up to the level of the Forest Service.

Many other topics were covered by the Director during the question and answer session, including grazing fees, National Trust Lands, the California Desert Parks bill, and a recent study recommending oil and gas management on Indian lands be transferred from BLM to MMS.

In conclusion, the Director said, "Our organization is all right - we just need to be proactive and run it. People are the key - they can make the worst organization work."

PRICE NAMED EEO MANAGER



"If Sears and Roebuck doesn't have it no one has." While this old bromide seems far fetched, it would be hard to convince Debra Price, new SC EEO Manager.

In June 1984, she was filling out a credit application for a new refrigerator at Sears when the clerk (Charlotte Baker, formerly in the SC Personnel Division) mentioned a job opening to her. By the end of the week she had accepted a job with BLM.

Deb graduated from the University of Wisconsin, Oshkosh, bigosh, in 1978 with a degree in public administration. Her first job was with FNS in Chicago where she was a quality control specialist in the food stamp program. She monitored program compliance and processed complaints regarding the civil rights of recipients. After 3 years she moved into the training and employee relations functions of personnel, transferring to Denver in the same capacity in 1984. While still in the windy city she earned

her masters degree from Loyola University in public sector employment practices and employment law. At the SC she worked in employee relations for both the SC and the Colorado State Office.

Deb was selected for the position as EEO Manager in November 1989. She has three main goals for the EEO office. First, she would like to establish a greater degree of cooperation between her office, SC managers, employees, the union, and the personnel office. To further this goal, she hopes to provide more positive leadership from her office while increasing everyone's sensitivity to and appreciation of diversity in the workforce.

Secondly, she wants the office to be more active in recruiting top rate minorities and women and retaining them through challenging jobs. Coupled with this she would like to help those people currently employed get better jobs through training, detail assignments, and other means, in cooperation with SC managers and Personnel.

And finally, she wants the EEO special emphasis committees to become more "employee owned" and hopes that they will become involved in community outreach activities. This would also help to achieve the other goals.

CASU CORNER

The Cooperative Administrative Support Unit (CASU) Wellness Center is almost here! Work began in November 1989 to convert Building 75 from a warehouse into a Wellness Center. Completion is currently estimated for February 28, 1990. The Center will provide the opportunity for individual exercise, fitness assessments, group exercise classes, and a wide variety of wellness classes. The Center should be available for our use by late spring, contingent upon the installation of fitness equipment and the award to a private contractor who will be responsible for operating the center and conducting classes.

The Wellness Center is a part of the CASU Committee for Wellness' physical fitness program. The overall goal of the program is to reach all persons with interest in improving their physical conditioning regardless of their current physical condition or ability. A major

part of the program effort will be an education and awareness phase through such means as guest lectures, films, brochures, and video tapes.

The Wellness Center's aim is to provide a basic facility (showers, lockers, exercise space, equipment, etc.), improvements on outdoor activities, and sponsor classes dealing with the relationship of physical activity and stress management, nutrition, cholesterol, hypertension control, and smoking cessation.

A reasonable annual fee will be required for membership. Priority will be given to CASU participating agency employees (BLM is a CASU participating agency). An initial membership opportunity will be taking place soon. Each agency will soon be appointing a wellness membership contact that you may call for further information. If you have any questions, please call the CASU office at 236-9829.

BERNARD LEAVES



Brian Bernard, Deputy Service Center Director for Information Resources Management, has been assigned to the Washington Office effective February 1. Brian will be a special assistant to Deputy Director Dean Stepanek. He will be the Washington Office coordinator for the modernization effort, keeping the Director and Deputy Director informed, and serving as the primary contact to OMB and the Department on this issue.

Brian has been at the Service Center since 1984. His first government position was as a Presidential Management Intern with the Naval Air Systems Command. In the mid-1970s, he joined the Environmental Protection Agency where he held many positions, including Chief of the Budget Process and Special Projects Branch. In 1980, he accepted a series of planning and policy analysis positions in the Department of the Interior, and in 1982, he took on a White House Staff assignment.

As Project Manager for ALMRS, Brian was responsible for the complete life-cycle design and development of the project. In addition, he assumed responsibility for the Bureau's Geographic Information System technology in 1986. When the SC reorganized in 1988, he was selected as DSCD for Information Resources Management, charged with managing the life-cycle design for information resources to help build a more modern Bureau.

Brian says, "Throughout my career, I've taken an active role in areas that were controversial and new. I view myself as a bureaucratic change agent."